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PART I

ANNUAL MEETING

The annual meeting of the Association was held at the University of Chicago—in accordance with the program published in the last BULLETIN—on Monday and Tuesday, December 27 and 28. The number registered was 125, representing more than fifty institutions. This was the first meeting of the Association held under the new system of delegate representation, which is probably not yet so effectively in operation as it will be in the near future. No distinction between delegates and other members was made except in registration as no proportional voting proved necessary.

The principal business of the meeting was the discussion of committee reports, of which the first in order of presentation was the following statement by Chairman Stone of Committee P, on Pensions and Insurance:

Two conferences were held between the Committee on Pensions and Insurance and President Pritchett of the Carnegie Foundation and of the Teachers Insurance and Annuity Association of America. The first conference was held on April 21, 1920; the second on May 25, 1920. These conferences were attended by several members of the Committee and by President Capps of the American Association of University Professors; and also by Mr. Hall, a member of the Board of Trustees of the Insurance Company and its actuary, Mr. Furst, secretary of the Carnegie Foundation, and certain employees of the Insurance Company.

Prior to these conferences the Chairman of this Committee submitted to President Pritchett in letter form a statement of the principal subjects which the Committee desired to have discussed. This statement was renewed both orally and in writing at the two conferences referred to. In substance these proposals were as follows:

1. *Disability Clauses.* That a more liberal disability clause should be placed in all insurance policies of the Teachers Insurance and Annuity Association of America.

2. *Annuities.* That the present plan for purchase of an annuity to become payable at age 65 by payment of annual sums equivalent to 10 per cent. of the teacher's salary, one-half of which is to be contributed by the institution with which he is

associated, be modified so that, at the option of the teacher, these payments may be contributed to a savings fund payable to the teacher at age 65; and that in any event the teacher be not required to commit himself in advance to the purchase of an annuity at age 65.

3. Participating Policies. That the Insurance Company modify its plan for insurance so as to write participating policies. That this be accomplished either by (a) securing an amendment of Section 97 of the New York Insurance Law authorizing a stock corporation, having a net capital and surplus of one million dollars or more and whose certificate of incorporation provides that no dividends shall be paid on its stock, to issue participating policies; or (b) if this plan proves not to be feasible, then by the Insurance Company and the American Association of University Professors cooperating so as to secure a sufficient number of policies to enable the Teachers Insurance Company to issue participating policies on the same basis as commercial companies now issue them, but with the expectation, of course, that larger "dividends" would be payable to policy holders of the Teachers Insurance Company than in the case of commercial companies by reason of the smaller expense in writing the insurance.

4. Representation of Policy Holders. It was urged that a plan be adopted for the present representation of policy holders by giving to them the power to nominate and elect some of the Trustees of the Insurance Company, and at the same time that a plan be adopted for the ultimate mutualization of the Company.

At the two conferences referred to, these subjects were discussed. The representatives of the Insurance Company declined to approve any of the proposed modifications of the present annuity plan, but as a result of discussion it was definitely agreed that the other matters referred to should be taken up at a conference to be held in the early fall,—probably in October; that in the meantime representatives of the Insurance Company would study the matter of disability clauses and submit a proposed form of disability clause; that a conference would be arranged for with the State Superintendent of Insurance at which representatives of the Committee were to be present to present a proposed form of amendment to Section 97 of the Insurance Law and to secure the cooperation of the Superintendent of Insurance in securing its adoption; that President Pritchett would prepare and submit a plan for representation of policy holders on the Board of Trustees of the Insurance Company. Members of the Committee were also invited to submit a plan for such representation. Professors Dixon and Kemmerer, in response to the invitation, prepared such a plan, which was submitted to President Pritchett by the Chairman of the Committee.

On October 12 the Chairman of the Committee wrote to President Pritchett reviewing the action taken on these several matters, at the previous conferences above referred to, in detail, and suggested that a date be fixed for a conference with the Superintendent of Insurance, to be followed by a conference between the Committee and President Pritchett. He also submitted to President Pritchett the plan for policy holders' representation proposed by Professors Dixon and Kemmerer above referred to.

On October 27 President Pritchett acknowledged receipt of this letter, saying that the several matters referred to in the letter of the Chairman of October 12 would have to be referred to the Trustees of the Association. Under date of December 9 President Pritchett again wrote to the Chairman of the Committee, stating: "The recommendations of your committee touching disability insurance will be entirely met by the disability policies which the trustees expect to be able to offer within a few months. Provision will be made, of course, for extending this provision to policies already in existence." This letter further stated: "As I understand it, there is only *one other matter* concerning which your committee is especially desirous of further action, and that is to obtain an amendment of Section 97 of the New York Insurance Law in such manner as to exempt the Teachers Insurance and Annuity Association from that provision of the act which requires the company to issue non-participating policies only." His letter then stated that a letter had been addressed, presumably by President Pritchett, to the Superintendent of Insurance, asking his approval of the proposed amendment of Section 97 of the Insurance Law, and that the Superintendent of Insurance had declined to give his approval. No opportunity was afforded for representatives of the Committee to present their views to the Superintendent of Insurance and so far as known no conference was had, at which the reasons moving this Committee to seek to secure the participating form of policy were presented. No reference was made by President Pritchett in his letter to the Chairman to the other matters which were left open for discussion at the spring conference between the Committee and himself, and apparently at the date of this writing there is no expectation on his part that anything further is to be done to meet the views of the American Association of University Professors. His letter concludes with the statement that "the trustees direct me to assure your committee that they will be most pleased to take up any inquiry you may be good enough to bring to their attention" and also that "the trustees will welcome any suggestions from your committee at any time."

Thus the net result of an extended correspondence between representatives of this Committee and of the Insurance Company, and two conferences, is a promise of a disability clause, the terms of which are not revealed and have not been considered

by representatives of the Committee. The other important matters reserved for consideration, which were to be taken up at a future conference, have been ignored but with the assurance that the Trustees of the Insurance Company will welcome suggestions from this Committee at any time.

This last communication from President Pritchett was received too late to secure action of the Committee before the annual meeting of the Association. The entire correspondence has been placed in the hands of the Committee and it will determine at an early date whether it seems worth while to make any further effort to secure modifications of the insurance plan and cooperation between this Association and the Insurance Company. In the mean time Harvard University has, I am informed, adopted its own annuity plan which is quite independent of the Carnegie Foundation and the Teachers Insurance and Annuity Association of America. I am credibly informed that other institutions are contemplating similar action.

Despite the barren results of the negotiations between this Committee and the representatives of the Insurance Company, it is believed that the abandonment of the original proposal to exclude from the benefits of the existing pension system all teachers under 45 years of age, the appropriation of approximately \$11,000,000, to meet to a limited extent the obligations of the existing system, and certain minor modifications of the insurance plan, are due in large measure to the efforts of this Committee. It is believed also that a committee of our Association authorized to investigate the present operation of the original Carnegie pension plan in the light of its actual experience, and to inquire whether the plan could not be modified so as to increase its benefits to teachers entitled to receive them, could render a useful service.

The Association then proceeded to a discussion of the following questions presented by Committee T, On the Place and Function of Faculties in University Government and Administration:

1. How should the Faculty participate in the determination of educational policies?

a. By direct reference of such questions to the Faculty by the Governing Board. Is not this procedure insufficient? Does it not in practice tend to lead to arbitrary rulings on the part of the Board as to what constitutes "educational policies"?

b. By a joint standing Committee on Educational Policy, representing the Faculty and the Governing Board.

c. By direct Faculty representation on the Governing Board.

2. How should the Faculty participate in the nomination of its own administrative officers (President, Deans, Secretaries, and Executive Committees)?

a. By Nominating Committees chosen by the Faculty of the College concerned, or in a case of the nomination of a President, by a Committee of the General Faculty. Should the President be a member or Chairman of all such Nominating Committees?

b. By reference of nominations made by the President, or, in the case of the Presidency, by the Governing Board, to the Faculty for approval.

3. How should the Faculty participate in appointments and promotions to the professorate?

a. By a Committee representing the Department or Departments and the Dean or Deans most concerned, in co-operation with the President.

b. By "A" plus the concurrence of a Committee, representing the College or other educational division of the University that is most concerned, or, in the case of a single Independent College, representing its Faculty.

c. Through reference of proposed appointments or promotions by the President and Dean to the Department and Faculty concerned.

d. Should Deans participate in all nominations to the teaching staff?

4. What should be the relation of the Faculty to salary budget-making?

a. Should budgets be prepared for the approval of the Governing Board by the President and Deans alone?

b. Should Faculties elect representatives on the Budget Committee, Dean and President being *ex-officio* members? (Attention is called to the important difference in situation between a single and fairly homogeneous College, such as a College of Liberal Arts and a University consisting of a number of Colleges.)

5. Should not Faculties take the responsibility of purging the teaching staff of incompetent and inefficient members?

While the drift of discussion was plainly adverse to the alternative *a* (under question 1), the meeting preferred to pass no vote, even informally. The interest in the questions led, however, to a protracted discussion, and it seemed probable that

this might be continued with advantage in meetings of local branches during the year, particularly in view of the necessary dependence on local conditions of a choice among the alternatives proposed. On motion of Mr. Goldfarb of New York City College it was voted that Committee T be continued with request to report progress made in different colleges and universities.

The afternoon session opened with an informal report from Committee G, on Methods of Increasing the Intellectual Interest of Undergraduates, represented in the absence of the Chairman by E. H. Wilkins of the University of Chicago and G. A. Miller of the University of Illinois. Extended discussion by delegates and members followed.

Chairman Ellis of Committee W, on The Status of Women in College and University Faculties, presented an extended preliminary report, which will be published in an early number of the BULLETIN.

At the session Tuesday morning, the following report by Chairman Deibler of Committee A, on Academic Freedom and Academic Tenure, was presented:

The following is a summary of the activities of Committee A during the past year. The Committee has given consideration to six cases. One report has been completed and its publication authorized. Two investigations have been ordered and committees appointed. The investigations in these cases are now under way. One application for investigation was denied. One application was of such a character that the Chairman of the Committee thought it wise not to bring it before the Committee. The circumstances which led to a dismissal in this case grew out of differences arising during the war. The Chairman laid the facts before influential friends of the institution involved and suggested that the problem was really theirs and in justice to the good name of the institution they should assume responsibility for the proper handling of the case. There is one application for an investigation now pending before the Committee.

In only one of these cases is there evidence pointing toward an encroachment upon the principles of academic freedom. The experience of the year, therefore, bears out the past experience of the Committee that the most important issue in college and university administration as it affects the teaching staff in the field covered by this Committee is that of tenure. In all of these cases it was revealed that there had been little or no attempt made to define in advance of a case the tenure of the teaching

staff or to set up an orderly procedure to deal with dismissals or demotion. In fact, in one institution, the faculty had defeated a plan to constitute a judicial committee to deal with dismissal cases; thereby putting itself on record as opposed to faculty interference in such cases. The result is that dismissals have been handled solely by the administrative officers. In some of these cases the evidence is convincing that administrative power has been used arbitrarily with the result either that men of force on the faculty have left the institution, thereby depriving it of the influence of strong personalities, or the members of the faculty have been intimidated and terrorized for fear that the voicing of sentiments in opposition to the administrative officers would mean the loss of their own positions.

It is evident, then, from the year's experience that one of the important problems for the college and university faculties is to develop in their respective institutions a set of principles that will insure against the arbitrary exercise of administrative authority, but will, at the same time, allow of an effective weeding out of inefficient and unworthy members among their own numbers. An orderly procedure should also be formulated in the respective institutions for the effective operation of principles thus agreed upon. Unless the members of the faculties desire that some such rules and machinery be adopted, it becomes increasingly difficult for an outside association to develop any general reform along these lines.

Another matter of general interest is the acceptance by an institution of a gift for the specific purpose of controlling the teaching of the chair thus endowed. No self-respecting instructor will accept a position where his freedom of research and teaching is thus encroached upon. The acceptance by the trustees of a college or university of such a gift clearly takes that institution out of the class of colleges and universities in the accepted meaning of these terms and places it in the class of those engaged in propaganda activities. To regard the teacher as a hired man or a salesman and to lay out the doctrines which he must teach is contrary to the most fundamental principles of academic freedom and should be frowned upon by all who have regard for the untrammelled promotion of truth.

The remainder of the report dealing with questions of procedure was referred back to the Committee.

Chairman Leuschner of Committee H, on Desirability and Practicability of Increased Migration and Interchange of Graduate Students, presented a preliminary report which will be published in an early issue of the BULLETIN.

Vice-Chairman More of Committee Y, on the Formulation of

Guiding Principles, in the absence of Chairman Thilly, reported informally on the results of the Committee's discussion by correspondence of the proposed declaration of principles, published in the BULLETIN for November, 1918. Considerable discussion followed but no action was taken by the Association.

All proposed constitutional amendments were adopted as shown on pages 26 and 29, including provision for members from Canadian institutions.

The Council reported the appointment of a new committee on Plans for Sabbatical Years.

The following officers were elected: President (election referred to the Council in view of the declination of the nominee); Vice-President, W. L. Phelps (English), Yale; Treasurer, Harris Hancock (Mathematics), Cincinnati; members of the Council for three years: J. V. Denney (English), Ohio; F. S. Dunn (Latin), Oregon; S. B. Fay (History), Smith; Irving Hardesty (Anatomy), Tulane; M. W. Haskell (Mathematics), California; V. Karapetoff (Electrical Engineering), Cornell; Max Mason (Physics), Wisconsin; H. L. Rietz (Mathematics), Iowa; G. H. Sabine (Philosophy), Missouri; C. J. Tilden (Engineering Mechanics), Yale.